

**UNIVERSITY OF ROEHAMPTON
COUNCIL**

**Minutes of the 83rd meeting of Council held at 5.30pm on 16 May 2022
The meeting was held remotely via MS Teams**

- Present: Phil Walker (Chair), Mark Allen, Dr Aleata Alstad-Calkins, Dr Christine Carpenter, Dr Priscilla Chadwick, Janet Cooper, Jennifer Coupland, Sr Christine Edwards, Prof Jean-Noël Ezingear, Dennis Hone, Revd Dr Tim Macquiban, Sheena Pindoria, David Sharkey, Revd Canon Dr Jennifer Smith, Kevin Thomas
- Secretary: Dr George Turner
- Notes: Elaine Lentell
- Apologies: Farrah Black, Prof Ann R David, Dr Sacha Powell
- In attendance: Dr Stephen Driver, Prof Anna Gough-Yates, Liam Hurley, Baljit Kaur, Dr Richard Keogh, Jordan Kenny, Andy Lamb, Prof Laura Peters, Tom Rowson

Regular Business Matters, Minutes and Reports

1. Welcomes, introductions, apologies

- 1.1 The Chair welcomed all those present to the meeting, in particular:
- Aleata Alstad-Calkins, Member of Council nominated from the Professional Services Staff, who was attending her first meeting.
 - Stephen Driver, Richard Keogh, Andy Lamb and Laura Peters, who were attending in relation to Item 7.

2. Declarations of Interest

- 2.1 Declarations of interest were noted and explained for three Council members

- 2.2 Minute exempt from publication under s.43 Freedom of Information Act 2000.

3. Notification of Any Other Business

- 3.1 Council noted the results of the 2021 Research Excellence Framework (REF), which were strong across the institution. Roehampton was ranked 51st out of 129 institutions overall by grade point average, an increase of nine places since REF2014, with an increase in overall ranking in 9 out of 11 Units of Assessment. Roehampton was also jointly recognised as the best

modern university in the country, and the highest-ranked modern university in London for research quality.

- 3.2 That the University had been successful in stage one of re-accreditation by the Department for Education to provide Initial Teacher Training (ITT) and would now progress to Stage 2 of the process.

4. Minutes

- 4.1 The minutes of the 81st meeting of Council, which was held on 28 February 2022 and the 82nd meeting held on 14 March 2022 (Paper RUC83/1), were **confirmed** and Council **approved** the redactions for the published minutes as highlighted. The minutes from the 81st meeting would be published unredacted.

5. Matters Arising

- 5.1 Council noted progress on the matters arising as set out in Paper RUC83/2.

6. Chair's Items

There were no items to report.

Item for approval

7. Strategy Delivery Programme

- 7.1 Council received Paper RUC83/3,¹ which set out detailed proposals for accelerating the Strategy Delivery Programme ahead of the 2022/23 academic year, as previously agreed by Council at its meeting on 28 February 2022. The Vice-Chancellor introduced the paper and invited Council to consider and endorse the recommendations noted therein. Members of the Executive Team presented the paper and the points below were highlighted:
- 7.2 That it was necessary to change the balance of resources to allow for investment in new subject areas and student outcomes. The University would only be able to make these investments if it generated sufficient financial headroom. Council was referred to Table 1 on page 22 of the paper which set out the projections against the targets for 2025/26. Minute exempt from publication under s.43 Freedom of Information Act 2000.
- 7.3 Council noted that a significant proportion of any financial savings generated from the proposed restructuring programme would be reinvested in staffing in new and growing subject areas, such as nursing, computing, business and law. Staffing requirements in those areas were currently unaffordable without breaching the financial strategy targets and the banking covenants.

¹ **Secretary's note:** the paper was updated with a small number of minor corrections and recirculated to Council on 17 May via email.

- 7.4 With reference to the academic proposals, Table 2 on page 23 summarised the proposed staffing realignment and reduction for the five academic schools within scope, which were the Schools of Arts, Education, Humanities and Social Sciences, Life and Health Sciences, and Psychology. It was explained that the restructuring of these schools was proposed to ensure that the academic and financial objectives agreed by Council on 28 February were met.
- 7.5 It was confirmed that a Student Protection Plan was being developed by the Student Protection Group, led by the Pro Vice-Chancellor (Education). This would ensure that if a decision was made to close a programme, a teach-out plan would be put in place to enable students to successfully complete their studies.
- 7.6 Regarding the REF 2021, the PVC (Research and External Engagement) set out that this was a retrospective exercise and that research submitted to the REF had been completed between 2013 and 2020, and that a number of researchers who submitted work had since left the University. It was further explained that the proposals in the Strategy Delivery Programme were in alignment with the University's Research and Knowledge Exchange Enabling Strategy.
- 7.7 That the proposed integrated student enquiry service would affect 35 Professional Services staff and save between £0.5M and £1M, depending on the number of staff opting for the voluntary severance package. However, the University did not anticipate any compulsory redundancies in relation to these proposals.
- 7.8 That the University had worked closely with expert stakeholders and advisors on the proposals and had sought assurance from its external auditors on the accounting and financial reporting implications.
- 7.9 The consultation period and voluntary severance scheme for eligible academic staff would open on Wednesday 18 May and close on Friday 24 June.
- 7.10 A question was raised regarding the potential impact of action by UCU during the consultation process. Council was advised that further work would be undertaken by the Strategy Delivery Programme Executive to understand the range of potential mitigations available.
- 7.11 Council noted the comprehensive wellbeing support that had been put in place to help staff affected by the programme, and extended thanks to members of the Executive Team for all their extra work on the programme.
- 7.12 Council **endorsed** the proposal, with the unanimity of those present, to open the legally mandated process of collective and individual consultations on realignment and restructuring activity across five of the University's academic schools as detailed in the paper.

It was advised that a briefing note summarising the key points and providing sources of support would be circulated to Members of Council on 17 May and that any communications received on the process should be forwarded to the Governance inbox.

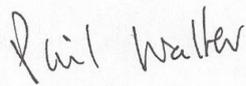
Members would also be invited to a further online briefing session focussing on the HR, Legal and Communications processes underpinning the programme.

8. Any Other Business

- 8.1 Council agreed that an additional Council meeting should be arranged in early July to consider, as required, proposals for change made following the end of the consultation process.

Action: Secretary

Signed:



Phil Walker, Chair of Council

Date: 20 June 2022

Minutes prepared by:
Elaine Lentell, Senior Governance Officer, May 2022